

IN THE CLAIMS

1. (currently amended) A computer-implemented method for determining candidates to interview, said method comprising the steps of:

providing pre-determined desired qualities for a candidate, the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

prompting a user to determine and input into a computer whether the candidate possesses at least one of a plurality of independent characteristics, a predetermined combination of characteristics being indicative of a degree to which the candidate possesses the desired qualities;

prompting the user to input a input the candidate's educational background and personal background;

generating a database in a computer readable medium including at least one characteristic for each candidate wherein the at least one characteristic is correlative to the desired qualities;

normalizing the characteristics, normalizing includes comparing a total number of characteristics, possessed by the candidate, of a combination of characteristics that determine each desired quality, to a total number of possibly possessed characteristics for the desired quality, and assigning a value to each desired quality based on the comparison;

displaying results for each candidate based on the desired quality values;

selecting at least one candidate to interview based on the desired quality values; and

displaying, in at least one of a tabular form and a graphical form, the results, the educational background, and the personal background for each of the at least one candidate selected, to enable the user to compare the selected candidates.

2. (canceled)

3. (previously presented) A method in accordance with Claim 1 wherein the step of normalizing the characteristics further comprises the steps of:

obtaining pre-determined desired qualities associated with each characteristic; and

normalizing the characteristics of each candidate with the pre-determined desired qualities associated with each characteristic.

4. (previously presented) A method in accordance with Claim 1 wherein said step of normalizing the characteristics further comprises the steps of:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by a pre-determined value representing a total amount possible.

5. (canceled)

6. (previously presented) A selection system for determining candidates to interview, said system comprising:

a database stored in a memory comprising at least one independent characteristic for each candidate, and pre-determined dependent desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills and wherein the at least one characteristic is correlative to the desired qualities, a predetermined combination of characteristics being indicative of a degree to which the candidate possesses the desired qualities, the memory further comprising educational background and personal background for each candidate;

a processor programmed to:

prompt a user to determine whether the candidate possesses the at least one independent characteristic;

normalize the characteristics by comparing a total number of characteristics, possessed by the candidate, of a combination of characteristics that determine each desired quality, to a total number of possibly possessed characteristics for the dependent desired quality, and assigning a value to each of the desired qualities;

display results for each candidate based on the desired quality values; and

display, in at least one of a tabular form and a graphical form, the results, the educational background, and the personal background for each of a candidate selected to be interviewed, to enable the selected candidates to be compared by the user.

7. (previously presented) A selection system in accordance with Claim 6 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

8. (original) A selection system in accordance with Claim 6 wherein to normalize the characteristics, said processor programmed to:

obtain pre-determined desired qualities associated with each characteristic; and

normalize characteristics of each candidate to desired known qualities associated with each characteristic.

9. (original) A selection system in accordance with Claim 6 wherein said processor programmed to:

rank each candidate based on normalized characteristics; and

sum the normalized characteristics of each candidate.

10. (original) A selection system in accordance with Claim 9 wherein to rank each candidate based on normalized characteristics, said processor further programmed to divide the sum total of all normalized characteristics by an amount representing a pre-determined possible total.

11. (canceled)

12. (previously presented) Apparatus for screening candidates to interview, said apparatus comprising:

a processor comprising a memory and programmed to:

generate a database in the memory comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills, and wherein the at least one characteristic is correlative to the desired qualities, a predetermined combination of characteristics being indicative of a degree to which the candidate possesses the desired qualities, the memory further comprising educational background and personal background for each candidate;

prompt a user to determine whether the candidate possesses the at least one independent characteristic;

normalize the characteristics desired qualities by comparing a total number of characteristics, possessed by the candidate, of a combination of characteristics that determine each desired quality, to a total number of possibly possessed characteristics for the dependent desired quality, and assigning a value to each of the desired qualities;

display results for each candidate based on the desired quality values; and

display, in at least one of a tabular form and a graphical form, the results, the educational background, and the personal background for each of a candidate selected to be interviewed, to enable the selected candidates to be compared.

13. (previously presented) Apparatus in accordance with Claim 12 wherein said pre-determined desired qualities comprise analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

14. (original) Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed with pre-determined desired qualities associated with each characteristic.

15. (original) Apparatus in accordance with Claim 12 wherein to normalize the characteristics, said processor further programmed to normalize candidate characteristics with known qualities associated with each characteristic.

16. (previously presented) Apparatus in accordance with Claim 12 wherein said processor is further programmed to rank each candidate by:

summing the normalized characteristics of each candidate; and

dividing the sum total of the normalized characteristics by an amount representing a pre-determined possible total.

17. (canceled)

18. (canceled)

19. (currently amended) A method in accordance with Claim 1 wherein prompting a user to determine and input into a computer whether the candidate possesses at least one of a plurality of independent characteristics comprises prompting the user to determine and input into the computer whether the candidate possesses at least one of a grade point average greater than 3.5 out of 4.0, multiple degrees, multiple majors, multiple minors, an honor society membership, a society officer position, a team captain position, military service, significant travel exposure, education outside a home country of the candidate, community service participation, tutor experience, technical publication, awards, exceptional work experience, and extracurricular activities.

20. (currently amended) A method in accordance with Claim 1 wherein prompting a user to determine and input into a computer whether the candidate possesses at least one of a plurality of independent characteristics comprises prompting the user to make a

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subjective assessment of whether the candidate possesses at least one of a plurality of independent characteristics.